

The State Bar of California 2006 SPRING SUMMIT

Dream Deferred No Longer: Achieving True Diversity in the Legal Profession

> June 2 - 3, 2006 San Jose Marriott

Sponsored by the Center for Access & Fairness, Office of Legal Services, Access & Fairness Programs of the State Bar of California

Special and Keynote Speakers

Honorable Carlos Moreno Associate Justice, Supreme Court of California

Honorable Thelton Henderson Senior Judge, United States District Court for the Northern District of California

Bruce Sewell Senior Vice President and General Counsel, Intel Corporation

To register online, please visit www.calbar.org/summit

Earn up to two hours of MCLE credit, including Elimination of Bias in the Legal Profession



Special thanks to **Intel Corporation** for its generous support of the State Bar 2006 Spring Summit

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Acknowledgments

2006 Spring Summit Planning Group

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Chris Arriola President, Santa Clara County Bar Association

Ruthe Ashley Diversity Pipeline Project Chair and Member, State Bar Board of Governors, District 2

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Solomon Mangolini Co-President, Lesbian and Gay Lawyers Association, Los Angeles

Pearl Mann Chair, State Bar Committee on Women in the Law, and President, California Women Lawyers

Maribel Medina President, La Raza Lawyers of California

Mark Morodomi President, Asian Bar of California

Tania Narang Executive Director, California Minority Counsel Program

Tom Nazario Professor, University of San Francisco School of Law

James Potter Senior Vice President, General Counsel and Secretary, Del Monte Foods

Michael Roosevelt Education Specialist, Center for Judicial Education and Research,

Administrative Office of the Courts

Jayne Salinger Director, Special Projects and Board Liaison, Bar Association of San Francisco

Chirag Shah Chair, Multi-Cultural Bar Alliance of Southern California

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Julius Turman Immediate-Past Co-chair, Minority Bar Coalition, San Francisco Bay Area

Andrew Vu Co-Vice Chair, State Bar Committee on Sexual Orientation and Gender Identity Discrimination

Ann Wassam Executive Director, Alameda County Bar Association

Hon. Erica Yew Judge, Santa Clara County Superior Court

Patricia Lee Staff Liaison, The State Bar of California

The 2006 Spring Summit is funded through voluntary contributions, including the Foundation of the State Bar of California. No mandatory dues paid to the State Bar have been used to fund this event



CONFFRENCE OVERVIEW

The Center for Access & Fairness of the State Bar of California, Office of Legal Services, Access & Fairness Programs, is pleased to present the 2006 Spring Summit on Diversity in the Legal Profession. During this one and one-half day conference participants will identify effective programs and solutions in California that address the key issues and challenges faced in achieving diversity in the legal profession.

Highlights will include:

- Establishing a diversity baseline with available data and demographics.
- · Unveiling the State Bar's Diversity Pipeline Project and its efforts to increase diversity along the pipeline continuum, including school-based outreach to increase interest among students in the law as a profession, and support to realize that goal through law school and the bar exam, as well as recruitment, retention and advancement in the profession.
- The opportunity to comment on the State Bar Access & Fairness Online Survey Draft Report and Recommendations.
- Participation in the Stakeholder Forum soliciting suggestions and ideas for ongoing State Bar programs, initiatives and partnerships to increase diversity in the profession.

We look forward to meeting you at the Summit for lively, candid, thought-provoking interaction as we create working solutions for achieving diversity in the profession.

Featuring



Honorable Carlos Moreno Associate Justice, California Supreme Court Opening Remarks



James Heiting President. The State Bar of California



Bruce Sewell Senior Vice President and General Counsel, Intel Corporation Lunch Keynote Speaker



Ruthe Ashley Chair, Diversity Pipeline Task Force; Member, State Bar Board of Governor, District 2



Honorable Thelton Henderson Senior Judge, United States District Court for the Northern District of California Special appearance for the screening of the documentary film, Soul of Justice: Thelton Henderson's American Journey immediately following the reception at the San Jose Museum of Art

Spring Summit Welcomes the Following Groups that Will Be Meeting Onsite

California Judicial Summit Continuing a Legacy of Excellence: A Summit on Diversity in the Judiciary

La Raza Lawyers of California Board of Directors

Santa Clara County Bar Association President's Blue Ribbon Commission on Diversity in the Legal Profession In Silicon Valley

State Bar entities:

- Access & Fairness Leadership Academy
 California Young Lawyers Association Board of Directors
 Committee on Legal Professionals with Disabilities
- Committee on Senior Lawyers Committee on Sexual Orientation and Gender Identity Discrimination
- Committee on Women in the Law
- Diversity CoalitionDiversity Pipeline Task Force
- Ethnic Minority Relations Committee Standing Committee on the Delivery of Legal Services

Friday, June 2

7:45 a.m.

Registration opens Continental breakfast

8:00 a.m.

Pre-conference meetings

9:15 - 9:45 a.m.

Welcome and Opening Remarks

- Convened by James Scharf, Member, State Bar Board of Governors, District 3
- Chris Arriola, President, Santa Clara County Bar Association
- · James Heiting, President, The State Bar of California
- Honorable Carlos Moreno, Associate Justice, California Supreme Court

9:45 a.m. - 12:15 p.m.

Plenary Session I: Setting the Stage

9:45 - 11:00 a.m.

Panel One: How Far Have We Come? Establishing a Diversity Baseline

Assessing the current status of diversity in the legal profession through key data and demographics and establishing a baseline to measure future accomplishments.

Moderator: Rodney Fong, Assistant Dean for Bar Exam Services, Golden Gate University School of Law

Speakers: Hon. Brenda Harbin-Forte (Judge, Alameda County Superior Court), Craig Holden (Co-Chair, State Bar Diversity Coalition), Sarah Redfield (Visiting Professor, Pacific McGeorge School of Law)

11:00 a.m. - 12:15 p.m.

Panel Two: Where Should We Be? How Do We Get There? A Visionary Look at Diversity in the Profession

Diversity advocates take a candid look at bias in the legal profession, areas for improvement including within the practice of law and the courtroom, and how diversification moves us closer to our goals.

MCLE: I Hour Elimination of Bias in the Legal Profession

Moderator: Hon. LaDoris Cordell (Ret. Judge, Santa Clara Co. Superior Court, Special Assistant to President on Campus Relations, Stanford Law School) Speakers: Angela Bradstreet (Managing Partner, Carroll, Burdick & McDonough), James Brosnahan (Senior Partner, Morrison & Foerster), Hon. Ken Kawaichi (Ret. Judge, Alameda County Superior Court), Hon. Cruz Reynoso (Professor, U.C. Davis School of Law)

12:30 - 1:45 p.m.

Lunch

Meeting the Corporate Challenge

Opening Remarks: James Potter, Senior Vice President, General Counsel, and Secretary Del Monte Foods, Board of Directors Minority Corporate Counsel Association; Steering Committee California Minority Counsel Program

Keynote Speaker: Bruce Sewell, Senior Vice President and General Counsel, Intel Corporation and Co-Chair, Santa Clara County Bar Association President's Blue Ribbon Commission on Diversity in the Legal Profession In Silicon Valley

Special thanks to Board of Governor liaisons to the Diversity Pipeline Task Force: Ruthe Ashley, Chair, Ray Aragon, Jeffrey Bleich, Marguerite Downing, Holly Fujie, James Scharf and Demetrius Shelton

Friday, June 2

2:00 - 3:00 p.m.

Plenary Session II: What Works!

Introducing the State Bar Diversity Pipeline Project

Presenting status reports from the State Bar Pipeline Task Force on working programs designed to expand diversity in the legal profession, from various perspectives along the pipeline continuum. Programs will focus on raising student awareness and interest in the law as a career, law school admissions and bar exam issues, and recruitment, retention and advancement in the legal profession.

Moderator: Ruthe Ashley (Diversity Pipeline Task Force Chair and Member, State Bar Board of Governors, District 2)
Speakers:

- Bar Associations/Law Firms: Joan Haratani (President, Bar Association of San Francisco)
- Corporate Counsel: Cynthia Faatz (Chair, Growing Critical Mass Committee, Intel Corporation), Tania Narang, (Executive Director, California Minority Counsel Program)
- Courts/Government-Public Sector: Hon. Brenda Harbin-Forte (Judge, Alameda County Superior Court)
- **Education**: Elizabeth Parker (Dean, Pacific McGeorge Law School), Sarah Redfield (Visiting Professor, Pacific McGeorge Law School)

3:15 - 4:15 p.m.

Concurrent Breakout Sessions: Diversity Pipeline Program Highlights

Each session will feature model programs from individual Pipeline Working Groups and focus on program details and specific how-to discussions:

- Bar Associations and Law Firms
- Corporate Counsel
- Courts/Government-Public Sector
- Education Pipeline

4:30 - 5:30 p.m.

Concurrent Breakout Sessions

These sessions will cover key and sometimes controversial issues frequently raised in diversity discussions:

· Creating a Critical Mass in Law Schools

Panelists will discuss implications of law school practices on extending the diversity pipeline in the areas of recruiting diverse applicants, exploring admissions standards, enhancing student support and bar preparation programs, and developing deans and faculty.

Moderator: Rodney Fong (Assistant Dean for Bar Exam Services, Golden Gate University School of Law)

Speakers: Sue Lunbeck (Director, LEOP, U.C. Hastings College of the Law), Anthony Solana, Jr. (Associate, Morrison & Foerster, Los Angeles), Frederick White (Dean, Golden Gate University School of Law),

· Defining "Qualified Candidate"

This session will explore standards and perspectives in arriving at the definition of a "qualified" candidate—pushing beyond the traditional parameters applied by law firms and other legal employers; identifying skills and qualities of successful lawyers and applying these criteria to expand the scope of recruitment, hiring and promotion.

Moderator: Donna Clay-Conti (Senior Attorney and Committee Counsel, Access and Fairness Advisory Committee, Administrative Office of the Courts) Speakers: Anna Marie Armstrong (Senior Consultant, Mlegal Consulting), Joan Haratani (President, Bar Association of San Francisco), Hon. Henry Ramsey (Ret. Judge, Alameda County Superior Court), Marjorie Shultz (Professor, Boalt Hall School of Law)

Friday, June 2

4:30 - 5:30 p.m.

Concurrent Breakout Sessions, continued

The Numbers Game

This session will look beyond the data to address unconscious and ongoing bias, suggest ways to create an inclusive and supportive legal work environment, resulting in greater retention and opportunities for advancement. Specific consideration regarding LGBT attorneys and attorneys with hidden disabilities will be included.

MCLE: I Hour Elimination of Bias in the Legal Profession

Moderator: Bill Lann Lee (Partner, Lieff Cabraser Heimann & Bernstein)
Speakers: Hon. Randall Rice (Judge, Santa Clara County Superior Court),
Clark Kelso (Professor, Pacific McGeorge School of Law), Alex Vasquez (Associate General Counsel, Wal-Mart Stores, Inc.)

• Work-Life Balance — More Than a Women Lawyers Issue

Lack of work-life balance in the legal profession negatively and disparately impacts attorneys with family issues and health-related needs. This session will explore emerging work-life policies for improvement in legal employment and increased attorney retention.

MCLE: I Hour

Moderator: Joan Williams (Distinguished Professor of Law, Hastings College of the Law) Speakers: Debra Zumwalt (General Counsel, Stanford University), Katherine Meier (Managing Partner, Hoge Fenton Jones and Appel)

5:45 - 7:00 p.m.

Reception at the San Jose Museum of Art

Sponsored by the Santa Clara County Bar Association (The museum is a short walk from the San Jose Marriott.)

7:00 - 8:15 p.m.

Special Screening of Soul of Justice: Thelton Henderson's American Journey Immediately following the reception, Judge Thelton Henderson will be available at the San Jose Museum of Art for a special screening of this documentary film by Abby Ginzberg. The film portrays Judge Henderson's momentous life and career and focuses on the adversity he faced from his days as the first African-American attorney in the U.S. Department of Justice Civil Rights Division in the early 1960s to his noteworthy quarter-century of service on the federal bench.

"The intricate relationship between Black Citizenship and American legal history is dynamic, fraught and ever-changing. We dare not underestimate the importance of our courts in the still-unfolding fight for racial equity. Thelton Henderson's story — and this film — provide an indispensable chapter in any study of American jurisprudence." -Shauna Marshall, Academic Dean, Hastings College of the Law

Saturday, June 3

8:00 a.m.

Registration opens Continental breakfast

8:45 - 9:15 a.m.

Plenary Session III: Challenges to the Practice of Law — Perspectives of Attorneys from Diverse Backgrounds

This plenary will feature the initial findings and recommendations from the recent State Bar Access & Fairness Online Survey.

9:30 - 10:45 a.m.

Concurrent Breakout Sessions: Making It Happen!

Focused and facilitated discussions on what can be accomplished on behalf of diverse groups, how to do it, who should be involved, and what it would take to "make it happen". Separate breakouts will focus on the unique issues faced by the following constituents along the pipeline continuum and will provide the opportunity for participants to provide input regarding issues, challenges and solutions.

- Attorneys with Disabilities (Dawn Capp, Chair, Committee on Legal Professionals with Disabilities)
- Ethnic Minority Attorneys (Jane Kow, Chair, Ethnic Minority Relations Committee)
- LGBT Attorneys (Beth Burgard-Collins and Robert Rancourt, Co-Chairs, Committee on Sexual Orientation and Gender Identity Discrimination)
- Senior Attorneys (Benjamin Salvaty, Chair, Committee on Senior Lawyers)
- Women Lawyers (Pearl Mann, Chair, Committee on Women in the Law)

II:00 a.m. - I:00 p.m.

Plenary Session IV: Stakeholder Forum—Meeting the Challenge Moderator: James Scharf, Member, State Bar Board of Governors, District 3

11:00 - 11:45 a.m.

Reports and Discussion:

Reports from breakouts and identifying options for programs and initiatives to achieve diversity.

11:45 a.m. - 12:45 p.m.

Creating a Plan of Action:

Discuss suggested options, prioritize proposals and commit to follow up and status reports at next Annual Stakeholder Forum.

12:45 - 1:00 p.m.

Closing remarks and conference concludes.

1:00 - 5:00 p.m.

Various committee and board meetings

5:00 p.m.

Informal networking at the "fishbowl" located in the lobby outside of Arcadia Restaurant at the San Jose Marriott.

Saturday, June 3 12:00 Noon to 5:00 p.m.

CALIFORNIA JUDICIAL SUMMIT

Continuing a Légacy of Excellence: A Summit on Diversity in the Judiciary (Please note participation is open to all California judges—maximum capacity is 150 registrants)
California judges must register separately online at www.calbar.org/summit

Coordinated by the State Bar Diversity Pipeline Working Group on Courts/Government-Public Sector. For information about the California Judicial Summit program, please contact: Judge Brenda Harbin-Forte at 510-670-6380.

For information about registration, send an email to programdevelopment@calbar.ca.gov.

GENERAL INFORMATION

Registration

The \$100 registration fee includes all materials, programs, two continental breakfasts, Friday lunch and Friday reception. You must register on or before Friday, May 19, 2006 to receive the \$100 rate. Between May 20 and May 25, registration is based on availability and the fee is \$150. Online registration will **not** be available after May 25. Onsite registration is based on availability and the fee is \$175 payable by check only.

To qualify for the law student rate of \$50 for pre-registration before May 19 or \$75 for late registration between May 20 and May 25, law students must be currently enrolled in law school or will graduate in the class of 2006. Onsite registration for law students is based on availability and the fee is \$100 payable by check only.

There are 3 ways to register for the 2006 Spring Summit:

- Online for payment by check or credit card at www.calbar.org/summit (please note that this is the preferred method of registration)
- · Regular mail for payment by check or credit card
- Fax for payment by credit card (fax number: 415-538-2552)

Cancellation and Refunds

If you are unable to attend the 2006 Spring Summit, requests for registration refund must be submitted in writing with a brief description of the reason for canceling. The deadline to request refunds is Friday, May 19. After May 19, registration fees are not refundable. All refunds are subject to a \$50 service charge. Please allow 3 weeks for processing. Fax your reason for cancellation and request for refund to Kimberly Warmsley at 415-538-2552 or send an email to programdevelopment@calbar.ca.gov. Guest meal tickets are NOT refundable.

Scholarships

Thanks to a grant from the Foundation of the State Bar of California, a limited number of partial scholarships are available to help defray some of the costs of registration and travel to attend the 2006 Spring Summit. Representatives from local and diversity bar associations; diversity groups; law schools and other educational institutions; the courts; governmental agencies; IOLTA-funded legal services programs; small firms; solo practices; and other diversity stakeholders from entities with a small operating budget or located in a rural area are encouraged to apply. The scholarships help ensure that diversity stakeholders who might not otherwise be able to participate are included in the statewide discussions regarding issues and solutions to achieve diversity in the legal profession. For more information or to apply for a scholarship, please email programdevelopment@calbar.ca.gov or call 415-538-2219 or 415-538-2267.

The deadline to request a scholarship is May 19.

MCLE

Registrants can earn up to two hours of MCLE credit including Elimination of Bias in the Legal Profession. The State Bar of California Office of Legal Services, Access & Fairness Programs is a State Bar of California MCLE Approved Provider.

Session Selection

Please complete the Session Selection section on Page 9.

Special Assistance





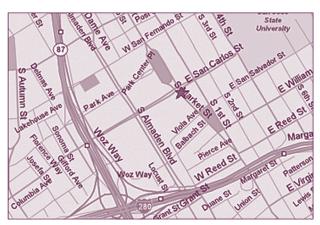
If you need a special accommodation, please check the box on the Registration Form and you will be contacted in advance to discuss your specific needs. For TDD for speech and hearing impaired, please call 415-538-2231. For information about ADA compliance at the San Jose Marriott, call their AYS Department at 408-280-1300.

San Jose Marriott

Please note that the deadline for the special group rate is May 12, 2006.

The San Jose Marriott is located at 301 South Market Street in downtown San Jose. A special group rate of \$129 single or double occupancy per night plus tax is available. Reservations must be made on or before May 12, 2006 to obtain this rate. Please call the hotel directly at **1-800-314-0935 or 408-280-1300** and reference the State Bar of California 2006 Spring Summit. A credit card guarantee equal to one night's room and tax is required. Standard check-in time is 3:00 p.m. and check-out time is 12:00 p.m. Any individual cancellations or changes must be made by 6:00 p.m. day of arrival.

Map and Directions to Hotel



From San Jose Airport:

When leaving the airport follow signs for Guadalupe Parkway (Highway 87) South. Exit Park Avenue/San Carlos Street. Turn left at the light, going East under the highway. Follow Park Avenue to Market Street, where you must turn right. Follow Market Street South and cross West San Carlos Street.

The hotel is on the corner of Market and San Carlos. (Entrance on your right.)

From Oakland Airport:

Take I-880 South to Coleman Avenue exit.

Take Coleman and go left —it turns into Market Street.

Follow Market Street South and cross West San Carlos Street.

The hotel is on the corner of Market and San Carlos. (Entrance on your right.)

From San Francisco Airport:

Take 101 South to Guadalupe Parkway (Highway 87). Exit Park Avenue/San Carlos St. Turn left at the light, going East under the highway.

Follow Park Avenue to Market Street, where you must turn right.

Follow Market Street south and cross West San Carlos Street.

The hotel is on the corner of Market and San Carlos. (Entrance on your right.)

Ground Transportation

SuperShuttle is available from the San Jose Airport and the cost is \$17. Reservations must be made and prepaid 24 hours in advance and can be made by calling 1-800-258-3826 or online at www.supershuttle.com. For information about other shuttle services, contact the San Jose Marriott at 408-280-1300.

Cab fare from the San Jose Airport is approximately \$20.

Parking

Hotel valet parking is \$6 per hour or \$21 per day. There is limited space available onsite. In addition, there are several parking lots in the vicinity.

For More Information about the 2006 Spring Summit

Send email to programdevelopment@calbar.ca.gov or call 415-538-2176 or 415-538-2316.

REGISTRATION FORM

Registration Information (please print clearly or type. You also can register online through May 25 at www.calbar.org/summit.)

Name:
State Bar number if applicable:
Please check all that apply: Judge Emeritus Attorney Pro Bono Program Enrollee Law Student (please provide name of law school) and year of graduation: 2006 2007 Speaker Leadership Academy Scholar Scholarship Recipient (pre-approval by State Bar staff required) Other (please specify:)
Firm/Court/Affiliation/Organization:
Address:
City/State/Zip:
Phone:Fax:
Name as it should appear on badge:
Emergency contact name: Relationship:
Emergency contact phone number:
Cell number:
☐ Check here if you need a special accommodation and please explain:
You will be contacted in advance to discuss your specific needs.
\square Check here if you do not want your information released to other attendees or sponsors.
PRE-REGISTRATION FEE (on or before May 19)
Registrant □ \$100 per person attending State Bar Spring Summit □ \$50 per law student attending State Bar Spring Summit □ I request a vegetarian lunch
Guest □ \$ 50 per guest attending State Bar Spring Summit lunch on Friday (does NOT include programming) □ My guest requests a vegetarian lunch
Guest Name for Lunch Ticket:
LATE REGISTRATION FEE (May 20 through May 25 based on space availability.) See page 6 for Onsite Registration information.
Registrant
\$150 per person attending State Bar Spring Summit \$\Bigsup \text{\$75 per law student attending State Bar Spring Summit}\$
☐ I request a vegetarian lunch
Guest ☐ \$ 50 Guest attending State Bar Spring Summit lunch on Friday
(does NOT include programming)
☐ My guest requests a vegetarian lunch
Guest Name for Lunch Ticket:

SESSION SELECTION Friday, June 2, 2006 3:15 p.m. to 4:15 p.m. 4 Concurrent Sessions **Diversity Pipeline Program Highlights** Featuring model programs from each of the Pipeline Working Groups, focusing on program details and specific how-to discussions: (select one only) ☐ I Bar Associations and Law Firms ☐ 2 Corporate Counsel ☐ 3 Courts/Government-Public Sector ☐ 4 Education Pipeline Friday, June 2, 2006 4:30 p.m. to 5:30 p.m. 4 Concurrent Sessions These sessions will cover key and sometimes controversial issues frequently raised in diversity discussions: (select one only) 5 Creating a Critical Mass in Law Schools ☐ 6 Defining "Qualified Candidate" ☐ 7 The Numbers Game ☐ 8 Work-Life Balance—More Than a Women Lawyers Issue Saturday, June 3, 2006 9:30 a.m. to 10:45 a.m. 5 Concurrent Sessions Making It Happen! Focused and facilitated discussions on what can be accomplished on behalf of diverse groups, how to do it, who should be involved, and what it would take to "make it happen" will take place in separate breakouts to focus on the unique issues faced by the following constituents along the pipeline continuum and will provide the opportunity for participants to provide input regarding issues, challenges and solutions. (select one only) 9 Attorneys with Disabilities ☐ 10 Ethnic Minority Attorneys ☐ II LGBT Attorneys ☐ 12 Senior Attorneys ☐ 13 Women Lawyers **PAYMENT** TOTAL AMOUNT SUBMITTED: _____ Payment Method ☐ VISA ■ MasterCard ☐ American Express Fax Registration Form with Credit Card Payment Information to 415-538-2552 Credit Card Account Number: Expiration Date:

☐ Check (Make check payable to The State Bar of California and put "2006 Spring Summit" on check and mail to: The State Bar of California, Office of Legal Services Access & Fairness Programs, 180 Howard Street, San Francisco, CA 94105, Attention: Kimberly Warmsley)

Please keep a photocopy of the completed registration form for your records.

Cardholder's Name: ____ Cardholder's Signature:_



Office of Legal Services, Access & Fairness Programs The State Bar of California

Office of Legal Services, Access & Fairness Programs Center for Access & Fairness The State Bar of California San Francisco, CA 94105 80 Howard Street

2006 Spring Summit June 2-3, 2006, San Jose Marriott

Dream Deferred No Longer: Achieving True Diversity in the Legal Profession

To register on-line, please visit www.calbar.org/summit

Partial list of organizations that endorse the 2006 Spring Summit:

Alameda County Bar Association/East Bay Diversity Bar Coalition Asian Pacific Bar Association of the Silicon Valley Bay Area Lawyers for Individual Freedom California Association of Black Lawyers Black Women Lawyers of Los Angeles Charles Houston Bar Association Asian/Pacific Bar of California Earl B. Gilliam Bar Association California Women Lawyers

Santa Clara County Bar Association Rainbow Committee Lesbian & Gay Lawyers Association of Los Angeles Filipino Bar Association of Northern California San Francisco La Raza Lawyers Association East Bay La Raza Lawyers Association Santa Clara County Bar Association John M. Langston Bar Association Wiley W. Manuel Bar Association

Women Lawyers of Alameda County